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ABSTRACT

In an effort to assess the overall fringe benefit programs of community college districts in California and to determine the dollar amounts paid certificated employees, fringe benefit and salary remuneration were calculated for all 70 districts in the state. Study findings included the following: (1) 13 districts offered a "cafeteria plan," whereby employees are given a choice of options for the expenditure of a specific amount of money set aside for fringe benefits; (2) 6 districts with "cafeteria plans" required health insurance as part of the package; (3) 56 districts provided health insurance coverage for employees and dependents; (4) 34 districts provided long-term disability or income protection coverage; (5) 65 districts participated in some sort of dental plan with considerable variation in the amount of district contribution; (6) 56 districts reported that life insurance premiums were paid as part of their fringe benefit package; (7) 32 districts provided vision insurance; (8) 2 districts offered tax-sheltered annuities; and (9) between spring 1984 and spring 1985, salaries plus fringe benefits increased by 5.55 percent. Tables present data on spring 1985 employee fringe benefits by college district and rank the districts according to fringe benefits and minimum salary for employees with a master's degree, without a doctorate, and with a doctorate. (AYC)

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ED258662

A STUDY OF BENEFITS AND SELECTED SALARIES OF CALIFORNIA COMMUNITY COLLEGE DISTRICTS

SPRING, 1985

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KERN COMMUNITY COLLEGE DISTRICT
BAKERSFIELD, CA

JC 850 377

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INTRODUCTION

Fringe benefit and salary remuneration for all seventy community college districts in California have been calculated and ranked. These data were gathered to assess the overall fringe benefit programs of college districts and to determine the total dollar amounts paid certificated employees. By comparing Spring 1984 fringe benefits and salaries at three specific positions with Spring 1985 benefits and salaries, accurate percentages of overall salary increases were attained. Kern District completed a similar study in 1984; therefore like information was available for comparison.

Table I contains a listing of costs of the fringe benefit packages offered by the California community college districts. Some of the fringe benefit calculations are based on the salary earned. Table II has the calculated fringe benefits for the minimum salary with a masters degree. Table III contains the calculated fringe benefits for the maximum salary without a doctorate. In Table IV fringe benefits for an employee who is at the maximum salary with a doctorate are reported. The maximum salaries for both non-doctorate and doctorate classes do not include longevity increments.

PROCEDURE

A questionnaire requesting fringe benefit and salary information was mailed in January to the seventy community college districts in California. These data, with the 1984-85 salary schedules provided by the districts were used to determine compensation. It should be noted that eleven districts were negotiating as of May 31, 1985, the final date for incorporating data for this year's study.

After the fringe benefit information was determined, the dollar amounts for each plan were calculated at each of the three salary levels. The salary levels are (1) minimum salary with a masters degree, (2) maximum salary without a doctorate and (3) maximum salary with a doctorate.

The benefits were ranked from 1 to 70. Salaries at the three designated levels were reported and ranked. The fringe benefits and salary were added to show total remuneration; these totals also were ranked. Averages were reported for the fringe benefits, salary and total compensation at the three salary classifications. These statewide averages (Spring 1985) were compared with statewide averages in Spring of 1984. The annual salary and fringe benefit increases are reported at the bottom of Tables II, III and IV.

SUMMARY OF FRINGE BENEFIT PLANS

"Cafeteria Plan"

This program, sometimes called the "smorgasbord" plan or "laundry list" has several variations. Basically the district allows the employee a choice of options for the expenditure of a specific amount of money set aside for fringe benefits. Of the seventy community college districts, thirteen use this plan in some form, and twelve districts have certain mandatory restrictions.

Health Insurance

Of those districts which have the "cafeteria" plan six require health insurance as part of the package. The other seven make participation possible as one of the choices by the employee as part of the "cafeteria" plan. Fifty-six districts indicate health insurance coverage for employees and dependents. Several districts give the employee a choice of health insurance plans.

Long-term Disability or Income Protection

This is a program which has rapidly gained status in the community colleges. Thirty-four districts provide this type of coverage in some form. A few districts have service year requirements before employees are eligible for this benefit.

Dental Insurance

Sixty-five districts participate in a dental plan of some sort with considerable variation in the amount of district contribution. The contribution per staff member ranges from $237 per year to $844 per year. Nine districts require dental insurance coverage as part of the fringe benefit package. Fifty-six districts provide dental insurance for dependents as well as for the employee.

Life Insurance

Fifty-six districts report life insurance premiums are now being paid as part of their fringe benefit packages. Some districts with "cafeteria" plans have life insurance as an alternative for fringe benefit contribution. Six districts mandate life insurance coverage. A few districts provide life insurance benefits for dependents.

Vision Insurance

Thirty-two districts provide vision insurance as a fringe benefit. Sixteen districts provide this benefit for dependents.

Tax-Sheltered Annuity

Two districts provide tax-sheltered annuities. Several districts have the tax-sheltered annuity as an option within the "other" category.

Prescription Drugs

Prescription drug benefits are highlighted in a number of benefit plans, either as part of the health insurance package or as a separate benefit.

INCREASES IN TOTAL COMPENSATION

Within the three levels of salary chosen for study, increases for salary plus fringe benefits utilizing the simple arithmetic average are listed below.

	Spring 1984 to Spring 1985
Minimum salary with a masters degree	5.77%
Maximum salary without a doctorate	5.46%
Maximum salary with a doctorate	5.43%

It should be noted these averages were not weighted with respect to faculty size or numbers of teachers placed at the specific salary classifications. The three levels combine for an average increase of 5.55% from Spring 1984 to Spring 1985.

TABLE I
CALIFORNIA COMMUNITY COLLEGES
CERTIFICATED EMPLOYEE FRINGE BENEFITS
SPRING 1985

College District	Cafeteria Plan	Health Insurance	Long-Term Disability	Dental	Other
Allan Hancock		$2,788.56#	.44/100	$755.52#	Mandatory LI + $282/TSA + $100/PE
Antelope Valley		$2,351.04#	$39.00	$461.16#	$54/V# + $30/LI
Barstow		$3,289.68#	1.46/100	$539.16#	$185.40/V#
Butte		$2,899.92#	1.10/100*	$452.00#	$18/LI (*$25,000 maximum)
Cabrillo	$2,889.00	Mandatory		Mandatory	Mandatory LI
Cerritos		$2,463.10#		$496.40#	$45.60/LI ($10,000 Maximum)
Chaffey		$3,622.92#		$505.68#	$163.08/V# + $97.44/LI
Citrus		$2,562.30#		$634.40#	$103/V + $132/LI
Coachella Valley		$2,371.00# + P		$346.92	
Coast		$2,765.00#		$381.00#	$66/V + $231/LI
Compton	$2,500.00				
Contra Costa		$3,363.96#	.93/100*	$688.44#	$84/LI (*$27,000 Maximum)
El Camino		$3,313.20#		$520.70#	$100.20/LI
Foothill-DeAnza		$2,544.00# + P	.75/100	$528.00#	$134/LI + $96/V
Fremont-Newark		$2,403.12#	1.00/100	$496.44#	$72/LI
Gavilan	$1,923.48			Mandatory	Mandatory Vision + TSA Available
Glendale	$2,600.00	Mandatory			
Grossmont		$3,099.00#	.61/100	$381.00#	$132/LI + PA + $190/IP
Hartnell		$2,004.00#	.54/100	$496.00#	$72/LI + $131/V
Imperial		$3,028.20# + P		Inc. in Health#	$112.20/LI + $135/IP
Kern		$2,333.40#	.66/100*	$496.44#	(*36,000 Maximum) + $25.20/LI
Lake Tahoe	$2,750.00	Mandatory# + P	Mandatory	Mandatory#	V#, LI, DPL, TSA Available
Lassen		$3,324.00#		$432.00#	$185.40/V + $120/LI
Long Beach		$2,616.00#		$488.00#	$88/LI + $125/V#
Los Angeles		$2,490.48#		$370.48#	$90/V# + $75.60/LI
Los Rios		$2,125.00#	.52/100*	$516.00#	(*$27,000 Maximum)
Marin		$2,579.88#	1.16/100	$525.84#	$72/LI
Mendocino		$1,657.56#		$375.12#	$32.40/LI ($10,000)
Merced		$2,930.37#	.63/100	$312.27#	$108/LI (V, P & PE Inc. in HI)
Mira Costa		$2,312.40#	.82/100	$237.00#	$105.60/LI ($40,000)
Monterey Peninsula		$2,344.65# + PE	.81/100	$525.84#	$108/LI + $81/V
Mt. San Antonio	$3,300.00				Mandatory LI
Mt. San Jacinto		$2,616.70# + P		$672.90#	$41/LI

- Employee & Dependent Coverage
IP - Income Protection
DPL- Dependent Life Insurance
LI - Life Insurance
P - Paid Prescriptions
PA - Personal Accident
PE - Physical Examination
TSA - Tax-Sheltered Annuity
V - Vision

TABLE I, Continued
SPRING 1985

College District	Cafeteria Plan	Health Insurance	Long-Term Disability	Dental	Other
Napa	$2,940.00#			Mandatory#	
North Orange	$2,270.00	$1,259.00		Mandatory	
Palo Verde		$3,671.10#		$496.40#	$131.50/V + $300/TSA + $38/LI
Palomar		$2,483.25#	.866/100*	$440.56#	$43.20/LI (*$30,000 Maximum)
Pasadena		$3,695.52#		$441.84#	$124.20/LI
Peralta		$3,708.36#	1.26/100	$844.32#	$.35/100/LI (x 1½ annual salary)
Rancho Santiago		$4,149.36#		$714.72	$15.48/LI ($3,000)
Redwoods		$1,800.00#	.65/100	$420.00#	
Rio Hondo		$1,872.00#		$600.00#	$120/LI ($50,000 Maximum)
Riverside		$3,194.70#		$466.00#	$180/LI ($50,000)
Saddleback		$3,166.00#	.65/100	$319.00#	$.348/100/LI (Sal.+$5,000) + $106/V#
San Bernardino		$2,365.44#		$393.84#	$72/LI
San Diego		$2,184.00#	.70/100	$468.00#	$37/LI + $62/V#
San Francisco		$ 915.96		$451.00#	$59.04/P# + $41.94/LI
San Joaquin Delta		$2,332.00# + V	.79/100	$469.00#	$100/LI + $238.00/P#
San Jose		$2,618.00# + IP	.70/100	$555.60#	$2.64/1000/LI + $105.60/V# + $4.80/DPL
San Luis Obispo	$3,327.00	Mandatory		Mandatory	
San Mateo		$3,120.00#	.77/100	$636.72#	$61.56/LI
Santa Barbara	$2,500.00		Mandatory		Mandatory LI
Santa Clarita		$2,561.40# + V	1.01/100	$414.10#	$126/LI
Santa Monica	$1,750.00	Mandatory		Mandatory	
Sequoias		$2,360.25#		$464.50#	$30/V# + $157/LI
Shasta-Tehama-Trinity		$2,137.00#		$496.00#	$181/V#
Sierra		$2,280.00#	.64/100	$471.00#	.34/1000/LI
Siskiyou		$2,413.00#		$432.00#	$128/LI + $142/V
Solano		$2,499.96#		$562.68#	$108.60/V
Sonoma		$1,772.40#	.79/100*	$691.08#	$126/LI + $60/V (*$27,000 max.)
South County		$2,100.00# + P#	.68/100	$534.48#	$187.20/LI + $156.60/V#
Southwestern	$2,100.00			Mandatory	LI Mandatory + P
State Center		$1,922.40#	$132.00	$509.40#	$76.20/LI# + $124.80/V#
Ventura		$3,897.84# + V		$433.56	
Victor Valley	$2,636.00	Mandatory			Mandatory LI
West Hills		$2,820.00#	$114.96#	$527.04#	$165.60/V#, $124.20/LI#, $16.20/PA
West Kern		$2,855.01		$496.44#	$112.20/LI + $192.60/V
West Valley		$2,409.00#	.68/100	$496.00#	$278/P# + $80/LI
Yosemite		$2,960.00#	$254.00	$500.00#	$86/LI + $166/V#
Yuba		$2,524.17#		$565.84#	$173.35/V# + $190.20/LI#

- Employee & Dependent Coverage
IP - Income Protection
DPL- Dependent Life Insurance
LI - Life Insurance
P - Paid Prescriptions
PA - Personal Accident
PE - Physical Examination
TSA - Tax-Sheltered Annuity
V - Vision

TABLE II
CALIFORNIA COMMUNITY COLLEGES
RANKINGS OF FRINGE BENEFITS AND MINIMUM SALARY WITH MASTERS DEGREE
SPRING 1985

College District	Fringe Benefits	Rank	Salary	Rank	Total	Rank
Allan Hancock	$4,013	10	$19,801	48	$23,814	34
Antelope Valley	2,935	47	20,480	33	23,415	41
Barstow	4,311	7	20,315	37	24,626	21
Butte	3,592	19	20,228	40	23,820	33
Cabrillo	2,889	49	18,946	62	21,835	63
Cerritos	3,005	44	21,882	14	24,887	16
Chaffey*	4,389	4	20,875	29	25,264	12
Citrus	3,432	26	20,733	30	24,165	26
Coachella Valley	2,718	59	18,918	63	21,636	64
Coast	3,443	25	21,604	16	25,047	13
Compton	2,500	63	17,884	67	20,384	69
Contra Costa	4,341	5	22,032	13	26,373	6
El Camino	3,934	13	23,521	4	27,455	2
Foothill-DeAnza	3,472	23	22,600	7	26,072	9
Fremont-Newark	3,187	37	21,554	18	24,741	19
Gavilan*	1,923	68	18,603	65	20,526	68
Glendale	2,600	61	20,946	28	23,546	37
Grossmont	3,917	14	18,783	64	22,700	54
Hartnell	2,817	53	21,056	22	23,873	32
Imperial	2,275	35	19,191	61	22,466	59
Kern	2,991	45	20,631	31	23,622	36
Lake Tahoe	2,750	57	25,060	1	27,810	1
Lassen	4,061	9	20,259	38	24,320	24
Long Beach*	3,317	32	20,995	25	24,312	25
Los Angeles	3,027	43	21,690	15	24,717	20
Los Rios	2,737	58	18,402	66	21,139	67
Marin	3,411	27	20,130	41	23,541	38
Mendocino*	2,065	67	17,360	68	19,425	70
Merced*	3,472	22	19,213	60	22,685	56
Mira Costa	2,816	54	19,675	55	22,491	58
Monterey Peninsula	3,217	36	19,470	58	22,687	55
Mt. San Antonio	3,300	34	22,120	11	25,420	11
Mt. San Jacinto	3,331	29	19,675	54	23,006	49
Napa	2,940	46	21,118	21	24,058	28
North Orange	3,529	20	20,350	36	23,879	31
Palo Verde*	4,637	3	16,700	70	21,337	66
Palomar	3,139	39	19,877	46	23,016	48
Pasadena	4,262	8	19,540	57	23,802	35
Peralta	4,852	2	16,745	69	21,597	65
Rancho Santiago	4,880	1	22,092	12	26,972	4
Redwoods	2,350	65	19,956	45	22,306	61
Rio Hondo	2,592	62	22,193	10	24,785	18
Riverside	3,841	15	20,965	27	24,806	17
Saddleback	3,831	16	22,309	8	26,140	8
San Bernardino*	2,831	51	20,437	34	23,268	42
San Diego	2,896	48	20,250	39	23,146	45
San Francisco	1,468	70	21,297	20	22,765	53
San Joaquin Delta	3,326	31	23,650	3	26,976	3
San Jose	3,487	21	21,019	24	24,506	22
San Luis Obispo	3,327	30	19,620	56	22,947	52
San Mateo	3,980	11	20,989	26	24,969	15
Santa Barbara	2,500	64	19,818	47	22,318	60
Santa Clarita	3,301	33	19,780	51	23,081	47
Santa Monica	1,750	69	22,236	9	23,986	29
Sequoias	3,062	42	23,850	2	26,912	5
Shasta-Tehama*	2,814	55	19,464	59	22,278	62
Sierra	2,887	50	20,111	42	22,998	50
Siskiyou	3,115	41	20,105	43	23,220	43
Solano	3,171	38	19,796	49	22,967	51
Sonoma	2,820	52	21,562	17	24,382	23
South County	3,133	40	22,824	5	25,957	10
Southwestern	2,100	66	20,555	32	22,655	57
State Center	2,765	56	20,389	35	23,154	44
Ventura*	4,331	6	19,792	50	24,123	27
Victor Valley	2,636	60	21,305	19	23,941	30
West Hills*	3,768	17	19,689	53	23,457	40
West Kern	3,656	18	22,623	6	26,279	7
West Valley*	3,397	28	19,699	52	23,096	46
Yosemite	3,966	12	21,027	23	24,993	14
Yuba	3,454	24	20,022	44	23,476	39
Spring 1985 Average	3,257		20,548		23,805	
Spring 1984 Average	2,899		19,608		22,507	
Percent Increase (1984-85)	(12.34)		(4.79)		(5.77)	

* Negotiating as of May 31, 1985.

TABLE III
CALIFORNIA COMMUNITY COLLEGES
RANKINGS OF FRINGE BENEFITS AND MAXIMUM SALARY WITHOUT DOCTORATE
SPRING 1985

College District	Fringe Benefits	Rank	Salary	Rank	Total	Rank
Allan Hancock	$4,080	10	$35,060	48	39,140	40
Antelope Valley	2,935	50	36,235	33	39,170	39
Barstow	4,546	4	36,428	32	40,974	20
Butte	3,645	20	35,480	42	39,125	41
Cabrillo	2,889	52	33,911	58	36,800	60
Cerritos	3,005	45	40,810	3	43,815	7
Chaffey*	4,389	5	34,695	53	39,084	42
Citrus	3,432	30	37,700	21	41,132	19
Coachella Valley	2,718	59	35,320	45	38,038	53
Coast	3,443	28	38,169	16	41,612	16
Compton	2,500	63	31,514	69	34,014	69
Contra Costa	4,388	6	39,840	8	44,228	5
El Camino	3,934	15	40,792	4	44,726	2
Foothill-DeAnza	3,598	21	39,450	10	43,048	9
Fremont-Newark	3,384	31	41,241	2	44,625	3
Gavilan*	1,923	68	32,845	66	34,768	68
Glendale	2,600	61	38,646	14	41,246	18
Grossmont	4,011	13	34,297	55	38,308	50
Hartnell	2,908	51	37,905	19	40,813	22
Imperial	3,275	37	34,211	56	37,486	58
Kern	3,091	42	35,819	38	38,910	44
Lake Tahoe	2,750	58	36,460	31	39,210	37
Lassen	4,061	12	34,650	54	38,711	46
Long Beach*	3,317	35	36,959	28	40,276	28
Los Angeles	3,027	44	33,200	64	36,227	66
Los Rios	2,781	56	33,457	63	36,238	65
Marin	3,582	22	34,844	51	38,426	48
Mendocino*	2,065	67	31,310	70	33,375	70
Merced*	3,562	23	33,618	60	37,180	59
Mira Costa	2,956	48	36,650	30	39,606	30
Monterey Peninsula	3,323	34	32,544	68	35,867	67
Mt. San Antonio	3,300	36	40,450	6	43,750	8
Mt. San Jacinto	3,331	32	36,201	35	39,532	31
Napa	2,940	49	37,517	22	40,457	27
North Orange	3,529	24	37,150	24	40,679	24
Palo Verde*	4,637	3	34,700	52	39,337	34
Palomar	3,227	39	37,392	23	40,619	25
Pasadena	4,262	8	39,938	7	44,200	6
Peralta	5,140	1	32,927	65	38,067	52
Rancho Santiago	4,880	2	39,521	9	44,401	4
Redwoods	2,450	65	35,443	43	37,893	55
Rio Hondo	2,592	62	39,320	11	41,912	13
Riverside	3,841	16	38,037	18	41,878	15
Saddleback	4,076	11	46,837	1	50,913	1
San Bernardino*	2,831	54	35,133	47	37,964	54
San Diego	2,986	47	33,623	59	36,609	61
San Francisco	1,468	70	35,049	49	36,517	63
San Joaquin Delta	3,440	29	38,121	17	41,561	17
San Jose	3,656	19	38,568	15	42,224	12
San Luis Obispo	3,327	33	35,996	37	39,323	35
San Mateo	4,090	9	35,292	46	39,382	32
Santa Barbara	2,500	64	35,363	44	37,863	56
Santa Clarita	3,477	26	37,130	25	40,607	26
Santa Monica	1,750	69	40,619	5	42,369	10
Sequoias	3,062	43	37,810	20	40,872	21
Shasta-Tehama*	2,814	55	33,506	62	36,320	64
Sierra	2,995	46	36,181	36	39,176	38
Siskiyou	3,115	41	36,233	34	39,348	33
Solano	3,171	40	34,929	50	38,100	51
Sonoma	2,863	53	39,035	13	41,898	14
South County	3,244	38	39,120	12	42,364	11
Southwestern	2,100	66	36,665	29	38,765	45
State Center	2,765	57	35,624	40	38,389	49
Ventura*	4,331	7	34,188	57	38,519	47
Victor Valley	2,636	60	37,076	27	39,712	29
West Hills*	3,768	17	32,790	67	36,558	62
West Kern	3,656	18	37,124	26	40,780	23
West Valley*	3,506	25	35,754	39	39,260	36
Yosemite	3,966	14	33,522	61	37,488	57
Yuba	3,454	27	35,569	41	39,023	43
Spring 1985 Average	3,304		36,422		39,726	
Spring 1984 Average	2,943		34,725		37,668	
Percent Increase (1984-85)	(12.27)		(4.89)		(5.46)	

* Negotiating as of May 31, 1985.

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TABLE IV
CALIFORNIA COMMUNITY COLLEGES
RANKINGS OF FRINGE BENEFITS AND MAXIMUM SALARY WITH DOCTORATE
SPRING 1985

College District	Fringe Benefits	Rank	Salary	Rank	Total	Rank
Allan Hancock	$4,084	11	$35,918	52	$40,002	40
Antelope Valley	2,935	50	37,066	36	40,001	41
Barstow	4,558	4	37,228	33	41,786	25
Butte	3,645	20	36,703	40	40,348	36
Cabrillo	2,889	52	35,286	55	38,175	59
Cerritos	3,005	45	41,993	5	44,998	6
Chaffey*	4,389	5	35,999	49	40,388	35
Citrus	3,432	30	38,948	21	42,380	19
Coachella Valley	2,718	59	36,821	38	39,539	45
Coast	3,443	29	39,613	14	43,056	12
Compton	2,500	63	32,514	69	35,014	69
Contra Costa	4,388	6	39,840	11	44,228	7
El Camino	3,934	15	42,304	3	46,238	3
Foothill-DeAnza	3,598	21	39,450	16	43,048	13
Fremont-Newark	3,394	31	42,242	4	45,636	4
Gavilan*	1,923	68	33,595	67	35,518	68
Glendale	2,600	61	39,546	15	42,146	21
Grossmont	4,015	13	34,993	60	39,008	55
Hartnell	2,914	51	39,104	19	42,018	23
Imperial	3,275	37	35,211	56	38,486	57
Kern	3,093	42	38,031	26	41,124	29
Lake Tahoe	2,750	58	36,460	43	39,210	48
Lassen	4,061	12	35,150	57	39,211	47
Long Beach*	3,317	35	38,752	22	42,069	22
Los Angeles	3,027	44	34,010	65	37,037	66
Los Rios	2,781	56	35,131	58	37,912	63
Marin	3,590	22	35,579	53	39,169	50
Mendocino*	2,065	67	32,240	70	34,305	70
Merced*	3,574	23	35,481	54	39,055	54
Mira Costa	2,964	48	37,650	30	40,614	32
Monterey Peninsula	3,333	32	33,713	66	37,046	65
Mt. San Antonio	3,300	36	40,450	10	43,750	9
Mt. San Jacinto	3,331	33	37,399	32	40,730	30
Napa	2,940	49	37,517	31	40,457	33
North Orange	3,529	24	38,640	23	42,169	20
Palo Verde*	4,637	3	36,000	48	40,637	31
Palomar	3,227	39	38,342	25	41,569	27
Pasadena	4,262	8	42,338	2	46,600	2
Peralta	5,140	1	32,927	68	38,067	60
Rancho Santiago	4,880	2	40,713	7	45,593	5
Redwoods	2,454	65	35,943	51	38,397	58
Rio Hondo	2,592	62	40,557	9	43,149	11
Riverside	3,841	16	38,988	20	42,829	15
Saddleback	4,086	10	47,837	1	51,923	1
San Bernardino*	2,831	54	36,277	45	39,108	51
San Diego	2,994	47	34,673	62	37,667	63
San Francisco	1,468	70	35,049	59	36,517	67
San Joaquin Delta	3,443	28	38,431	24	41,874	24
San Jose	3,662	18	39,215	17	42,877	14
San Luis Obispo	3,327	34	37,083	34	40,410	34
San Mateo	4,108	9	37,669	28	41,777	26
Santa Barbara	2,500	64	36,563	41	39,063	53
Santa Clarita	3,484	26	37,880	27	41,364	28
Santa Monica	1,750	69	41,941	6	43,691	10
Sequoias	3,062	43	39,660	12	42,722	17
Shasta-Tehama*	2,814	55	34,564	63	37,378	64
Sierra	2,995	46	36,181	46	39,176	49
Siskiyou	3,115	41	37,033	37	40,148	39
Solano	3,171	40	36,129	47	39,300	46
Sonoma	2,863	53	39,635	13	42,498	18
South County	3,255	38	40,680	8	43,935	8
Southwestern	2,100	66	37,665	29	39,765	43
State Center	2,765	57	36,338	44	39,103	52
Ventura*	4,331	7	35,986	50	40,317	37
Victor Valley	2,636	60	37,076	35	39,712	44
West Hills*	3,768	17	34,242	64	38,010	61
West Kern	3,656	19	39,153	18	42,809	16
West Valley*	3,511	25	36,485	42	39,996	42
Yosemite	3,966	14	34,695	61	38,661	56
Yuba	3,454	27	36,781	39	40,235	38
Spring 1985 Average	3,306		37,447		40,754	
Spring 1984 Average	2,945		35,711		38,655	
Percent Increase (1984-85)	(12.26)		(4.86)		(5.43)	

* Negotiating as of May 31, 1985.

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